S6615-2

MAY 1991

OREGON LABOR TRENDS

State of Oregon • Employment Division • Department of Human Resources

INDICATORS

UNEMPLOYMENT RATE

Oregon (Seas. Adj.)

Mar.	1991	5.8
Feb.	1991	5.8
Mar.	1990	5.2

United States (Seas. Adj.)

Mar.	1991	6.8
Feb.	1991	6.5
Mar.	1990	5.3

WAGE AND SALARY EMPLOYMENT INDEX

Oregon (1977=100)

Mar.	1991	134.7
Feb.	1991	134.9
Jan.	1991	135.2
Dec.	1990	133.9
Nov.	1990	134.0

PRODUCTION WORKER AVERAGE HOURLY EARNINGS

Oregon

Feb.	1991	$11.44
Jan.	1991	$11.48
Feb.	1990	$11.01

PRODUCTION WORKER AVERAGE WEEKLY HOURS

Oregon

Feb.	1991	39.0
Jan.	1991	38.5
Feb.	1990	38.0

CONSUMER PRICE INDEX (CPI)

1982-84=100

ALL URBAN CONSUMERS

Portland-Vancouver

July-Dec. 1990	129.8
Yearly change	6.7%
Annual Average 1990	127.4
Yearly change	5.8%

United States

Mar. 1991	135.0
Yearly change	4.9%
Annual Average 1990	130.7
Yearly change	5.4%

Portland Hotline 326-4132

UNUSUAL TIMES

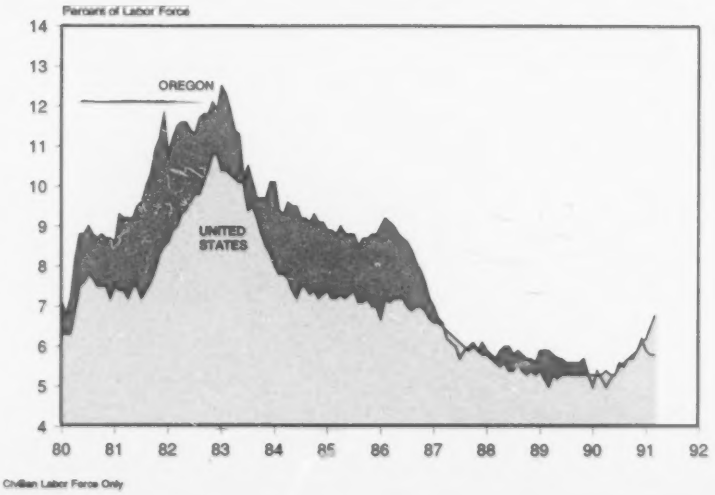
Fred Klatz

Sometimes I get the feeling that every generation feels that it lives in unusual times. Taking a very narrow economic view, we appear to be living during unusual times in Oregon now. As you can see from the unemployment graph below, we are now in one of the comparatively rare periods in which Oregon's seasonally adjusted unemployment rate is below that of the nation. While the U.S. and Oregon's average annual unemployment rates peaked together in 1982, and have fallen steadily since — with Oregon's rate higher most of the time, the nation's rate rose between 1989 and 1990 while Oregon's continued to fall. This brought about an unusual circumstance; the state's annual average unemployment rate for 1990, at 5.5%, equaled that of the whole country. This is only the second time in the 20 years since 1971 that Oregon's rate has equaled the nation's. It was only in 1978 that we went below the annual average for the country as a whole; and that only by one-tenth of a point. And looking at the first three months of this year, it appears that 1991 is starting out to be an unusual year.

For the first three months of this year, Oregon's seasonally adjusted unemployment rate has also stayed well below that of the nation. While the U.S. economy showed weakness, with the rate moving from 6.2 to 6.8 in three-tenth increments between January and March, Oregon's rate was stable at 5.8 or 5.9.

Lest we become too carried away with all of these positive signs and portents, we might look at Oregon itself on a year-to-year basis. The seasonally adjusted rates for January through March of 1991 are substantially above those of the same period in 1990. While employment for February and March of 1991 show growth over the comparable period in 1990, unemployment is up substantially when compared with 1990. In line with this, the level of claims for unemployment insurance benefits rose markedly this winter over the previous two years. (See Weeks Claimed graph). This certainly doesn't mean that Oregon's economy is about to come crashing to the ground, but our state is beginning to feel the drag of national economic problems.

SEASONALLY ADJUSTED UNEMPLOYMENT RATES
OREGON AND THE UNITED STATES



OREGON NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT
(BY PLACE OF WORK)

INDUSTRY	1/ MAR. 1991	2/ FEB. 1991	MAR. 1990	CHANGE FROM FEB. 1991	CHANGE FROM MAR. 1990
TOTAL 5/	1,243,900	1,239,500	1,224,400	4,400	19,500
WAGE & SALARY EMPLOYMENT INDEX 6/	134.7	134.9	132.7	XXX	XXX
GOODS PRODUCING INDUSTRIES 7/	255,900	256,900	264,400	- 1,000	- 8,500
SERVICE PRODUCING INDUSTRIES 8/	988,000	982,600	960,000	5,400	28,000
TOTAL MANUFACTURING	205,100	206,200	215,100	- 1,100	- 10,000
DURABLE GOODS	147,900	149,100	158,400	- 1,200	- 10,500
LUMBER & WOOD PRODUCTS	55,100	56,300	64,500	- 1,200	- 9,400
LOGGING	9,000	9,800	10,100	- 800	- 1,100
SAWMILLS	19,400	19,400	22,500	0	- 3,100
VENEER & PLYWOOD	11,200	11,500	15,500	- 300	- 4,300
MILLWORK & STRUCTURAL WOOD	9,400	9,500	10,500	- 100	- 1,100
MOBILE HOMES	2,100	2,100	1,800	0	300
OTHER WOOD PRODUCTS	4,000	4,000	4,100	0	- 100
FURNITURE AND FIXTURES	3,000	2,900	3,100	100	- 100
STONE, CLAY, GLASS & CONCRETE	4,200	4,100	4,200	100	0
PRIMARY METALS	11,400	11,300	11,000	100	400
BLAST FURNACES, IRON & STEEL 9/	5,900	5,800	5,600	100	300
NONFERROUS METALS 9/	5,500	5,500	5,400	0	100
FABRICATED METALS	11,000	11,100	11,600	- 100	- 600
FABRICATED STRUCTURAL METALS	4,700	4,700	4,900	0	- 200
OTHER FABRICATED METALS	6,300	6,400	6,700	- 100	- 400
MACHINERY	16,700	16,700	18,000	0	- 1,300
OFFICE & COMPUTING MACHINES	4,400	4,300	4,600	100	- 200
OTHER MACHINERY	12,300	12,400	13,400	- 100	- 1,100
ELECTRONIC & OTHER ELECTRIC EQUIPMENT 9/	17,500	17,600	17,300	- 100	200
TRANSPORTATION EQUIPMENT	13,300	13,400	12,400	- 100	900
INSTRUMENTS & RELATED PRODUCTS 9/	11,800	11,800	12,400	0	- 600
MISCELLANEOUS MANUFACTURING	3,900	3,900	3,900	0	0
NONDURABLE GOODS	57,200	57,100	56,700	100	500
FOOD & KINDRED PRODUCTS	21,300	21,300	21,600	0	- 300
CANNING & PRESERVING	9,900	9,700	10,500	200	- 600
OTHER FOOD PRODUCTS	11,400	11,600	11,100	- 200	300
TEXTILE MILL PRODUCTS	1,500	1,500	1,600	0	- 100
APPAREL	2,800	2,800	2,800	0	0
PAPER & ALLIED PRODUCTS	9,300	9,200	8,500	100	800
PRINTING & PUBLISHING	14,300	14,300	13,900	0	400
CHEMICALS & ALLIED PRODUCTS	2,300	2,300	2,300	0	0
PETROLEUM & ASPHALT PRODUCTS	500	500	600	0	- 100
RUBBER & PLASTIC PRODUCTS	4,700	4,800	4,900	- 100	- 200
LEATHER PRODUCTS	500	400	500	100	0
TOTAL NONMANUFACTURING	1,038,800	1,033,300	1,009,300	5,500	29,500
MINING & QUARRYING	1,600	1,500	1,300	100	300
CONSTRUCTION	49,200	49,200	48,000	0	1,200
BUILDING CONSTRUCTION	11,100	11,300	13,000	- 200	- 1,900
HEAVY CONSTRUCTION	6,600	6,000	5,700	600	900
SPECIAL TRADE CONTRACTORS	31,500	31,900	29,300	- 400	2,200
TRANSPORTATION, COMMUNICATIONS, & UTILITIES	63,300	63,000	63,300	300	0
TRANSPORTATION	42,000	42,000	41,800	0	200
RAILROAD	3,700	3,700	3,800	0	- 100
TRUCKING & WAREHOUSING	23,700	23,800	24,000	- 100	- 300
OTHER TRANSPORTATION	14,600	14,500	14,000	100	600
COMMUNICATIONS	12,200	12,100	12,300	100	- 100
UTILITIES	9,100	8,900	9,200	200	- 100
TRADE	310,100	308,600	302,600	1,500	7,500
WHOLESALE TRADE	81,500	80,800	77,700	700	3,800
DURABLE GOODS	46,600	46,300	45,200	300	1,400
MACHINERY, EQUIPMENT, & SUPPLIES	10,600	10,600	10,600	0	0
OTHER DURABLE GOODS	36,000	35,700	34,600	300	1,400
NONDURABLE GOODS	34,900	34,500	32,500	400	2,400
GROCERIES & RELATED PRODUCTS	13,100	13,000	12,000	100	1,100
OTHER NONDURABLE GOODS	21,800	21,500	20,500	300	1,300
RETAIL TRADE	228,600	227,800	224,900	800	3,700
BUILDING MATERIALS & GARDEN SUPPLIES	8,800	8,600	8,200	200	600
GENERAL MERCHANDISE	28,900	29,100	29,000	- 200	- 100
FOOD STORES	38,000	38,100	37,900	- 100	100
AUTO DEALERS & SERVICE STATIONS	27,600	27,300	27,500	300	100
APPAREL & ACCESSORY STORES	9,800	9,800	9,200	0	600
FURNITURE & HOME FURNISHINGS	9,200	9,300	9,600	- 100	- 400
EATING & DRINKING PLACES	82,400	81,400	79,900	1,000	2,500
MISCELLANEOUS RETAIL	23,900	24,200	23,600	- 300	300
FINANCE, INSURANCE, & REAL ESTATE	80,700	80,500	77,600	200	3,100
FINANCE	28,600	28,600	28,300	0	300
INSURANCE	23,100	23,100	22,800	0	300
REAL ESTATE	29,000	28,800	26,500	200	2,500
SERVICES	302,500	300,200	291,800	2,300	10,700
HOTELS & OTHER LODGING PLACES	19,100	18,400	18,100	700	1,000
PERSONAL SERVICES	11,100	11,000	11,300	100	- 200
BUSINESS SERVICES	49,700	49,400	49,100	300	600
AUTOMOTIVE & MISC. REPAIR SERVICES	17,200	17,000	16,400	200	800
MOTION PICTURES & AMUSEMENTS	14,800	14,500	14,800	300	0
HEALTH SERVICES	87,100	86,900	84,100	200	3,000
LEGAL SERVICES	9,000	9,000	8,800	0	200
PRIVATE EDUCATION	17,600	17,800	15,700	- 200	- 1,900
SOCIAL SERVICES	27,800	27,700	26,600	100	1,200
ENGINEERING & MANAGEMENT SERVICES	21,400	21,400	20,500	0	900
OTHER SERVICES & NEC	27,700	27,100	26,400	600	1,300
GOVERNMENT	231,400	230,300	224,700	1,100	6,700
FEDERAL GOVERNMENT	32,400	32,300	31,800	100	600
STATE GOVERNMENT	63,100	62,700	61,200	400	1,900
EDUCATION	26,800	26,600	26,300	200	500
OTHER STATE	36,300	36,100	34,900	200	1,400
LOCAL GOVERNMENT	135,900	135,300	131,700	600	4,200
EDUCATION	87,400	87,200	84,500	200	2,900
OTHER LOCAL	48,500	48,100	47,200	400	1,300
LABOR MANAGEMENT DISPUTES 10/	0	0	900	0	- 900

OREGON RESIDENT LABOR FORCE
(BY PLACE OF RESIDENCE)

	1/ MAR. 1991	2/ FEB. 1991	MAR. 1990	CHANGE FROM FEB. 1991	CHANGE FROM MAR. 1990
CIVILIAN LABOR FORCE 3/	1,473,300	1,475,700	1,440,000	- 2,400	33,300
UNEMPLOYMENT	93,000	98,500	82,200	- 5,500	10,800
PERCENT OF LABOR FORCE	6.3	6.7	5.7	XXX	XXX
SEASONALLY ADJUSTED PERCENT	5.8	5.8	5.2	XXX	XXX
TOTAL EMPLOYMENT 4/	1,380,300	1,377,200	1,357,800	3,100	22,500

1/ Preliminary
2/ Revised
3/ Includes employed and unemployed individuals 16 years and older, adjusted for multiple job-holding and commuting.
4/ Includes nonagricultural wage and salary, self-employed, unpaid family workers, domestics, farm workers, and labor disputants.
5/ Includes full- and part-time nonfarm wage and salary workers in pay periods including the 12th of the month. Proprietors, self employed, private household workers and armed forces excluded. Note: These data are estimated in cooperation with the U.S. Bureau of Labor Statistics and the Employment and Training Administration. All data are based on the 1987 Standard Industrial Classification (SIC) codes.
6/ Total nonagricultural wage and salary employment, seasonally adjusted, and indexed to 1977. Data on the earlier index (1972 = 100) can be converted to the 1977 base period by multiplying by a factor of 0.8264, the ratio between 1972's annual average employment (774,300) and that of 1977 (936,900).
7/ Goods producing industries include manufacturing, mining, and construction.
8/ Service producing industries include transportation, communications, and utilities; trade; finance, insurance, and real estate; services; and government.
9/ Series break. Data for 1988 and thereafter are not comparable to those for 1987 and before.
10/ Employees involved in labor disputes are not included in wage and salary employment counts.

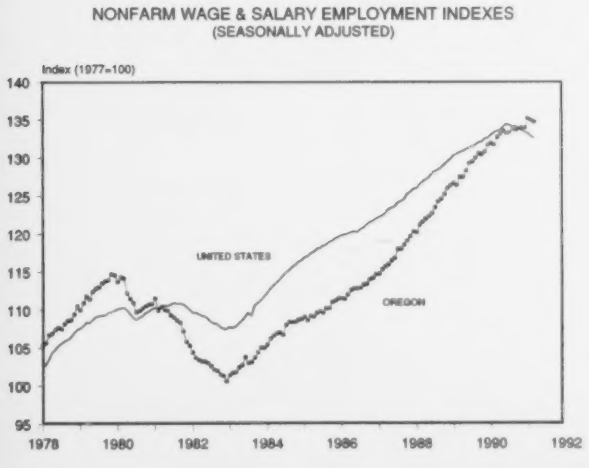
On a month-to-month basis, Oregon's seasonally adjusted non-farm payroll employment trend between February and March was very similar to the nation's. Both showed small declines, 0.2% overall, and very similar percentage declines in their manufacturing and non-manufacturing sectors. Two areas in which Oregon showed greater weakness in March than the nation were in construction and government.

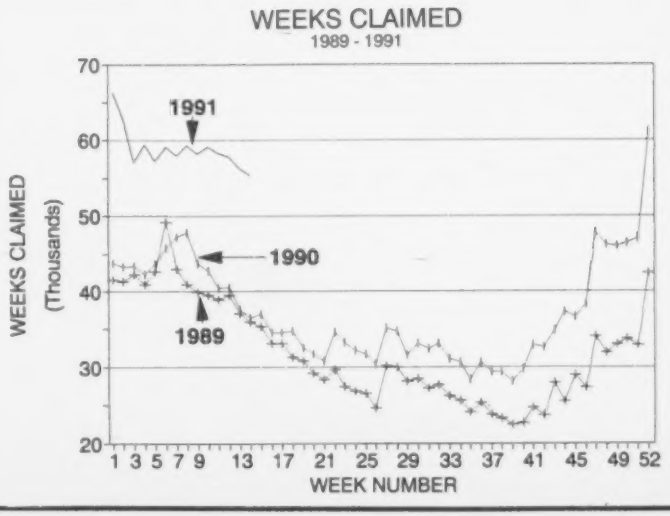
. . . our state is beginning to feel the drag of national economic problems.

Construction in Oregon normally shows some growth between February and March, but this year its employment stayed flat. This shouldn't be misconstrued as indicating that the entire industry was static. Quite the opposite. All of the building construction trades, with the exception of electrical work, showed losses in employment. However, this was evenly balanced out by gains in employment for highway and street construction firms and other types of heavy construction.

Government employment, especially in schools, usually shows increases between February and March. This year, however, even though employment went up by 1,100, it was less than expected based on past experience, so seasonally adjusted employment declined. This reflects the fact that local schools and community colleges had already attained employment levels in February which they normally achieve in March. This, combined with a less-than-expected rise in local government payrolls for elections-related activities, caused a smaller than normal March increase in government, which translated into a seasonally adjusted decline.

One area in which the U.S. and Oregon's seasonally adjusted non-farm payroll employment moved in concert was in manufacturing. While the country showed a decline of one-half of one percent, Oregon fell by four-tenths. In Oregon's case this was due to unusually large layoffs in logging. This may, in part, be linked to the restrictions on the amount of timber and the areas





that can be logged. The situation in logging, when combined with plant closures in the veneer and plywood industry, accounted for the decline in seasonally adjusted durable goods employment. The rest of this industry was quite stable between February and March.

In several areas of employment, Oregon performed better than the U.S. economy as a whole. In transportation, communications, and utilities, the state posted a gain between February and March. A slight decline is the norm for this industry in March, so the small gain in utilities employment caused a noticeable rise in the seasonal number for this sector. Oregon's trade industry outperformed the national trade sector, both retail and wholesale. The gains in seasonal employment in trade were evenly dispersed over the entire industry with the exception of eating and drinking places. This particular industry showed a strong gain associated with the extra business brought in by people on spring vacation.

The finance, insurance, and real estate group and the services industry both showed more than expected gains for this time of year, and oustripped their counterparts at the national level. This increase was centered on real estate, with little change shown for finance and insurance. In the services sector, only business services showed a small decline, while lodging places and amusement and recreation services produced higher than expected employment gains as they prepared for spring vacation travelers. Also, temporary help agencies gained employment over the month.

Oregon's economy may get through this period with little more damage to its economy than has already occurred.

On an annual basis, Oregon's seasonally adjusted non-farm employment showed relative strength, with a 1.5% gain compared with a 0.7% decline for the U.S. Oregon owes its good fortune in this annual comparison to the strength of its non-manufacturing sector. The state actually showed a slightly worse percentage decline in its manufacturing sector than did the nation, especially in durable goods. This is due to the very large (9,800) fall in seasonally adjusted employment for the lumber and wood products industry. The rest of Oregon's major business sectors, with the exception of the transportation, communications, and utilities group, all showed larger percentage increases than their counterparts at the national level.

While Oregon's seasonally adjusted employment is doing much better than the nation's as a whole, it is interesting to note that it is durable goods manufacturing which is lagging. This is normally the first business area to feel the bite of a recession, and then other businesses follow if the recession becomes very deep or long. There are some forecasts which predict that the combination of low interest rates, falling inflation, cheaper dollar, increasing consumer confidence, and the lack of a serious inventory overhang will all act to bring the national recession to an end in the second quarter of this year. If this forecast turns out to be accurate, then Oregon's economy may get through this period with little more damage to its economy than has already occurred. But, if the national recession drags on, then we'll probably see the state's economy suffer further.

No Problem

Those of you who are regular readers of this publication, either through unthwarted masochism or someone else's perverted sense of duty, will probably remember that last year at this time there was a great deal of moaning, gnashing of teeth, and pulling of hair over the results of the revisions to the state's unemployment figures. If you're not a masochist nor a victim of some supervisor, then last year there was a great . . . All right, you get the point. There was good reason for all of these antics, however. The revisions were substantial, and in many cases difficult

SEASONALLY ADJUSTED NON-FARM PAYROLL EMPLOYMENT

	UNITED STATES (000)					OREGON (000)				
	MARCH 1990	FEBRUARY 1991	MARCH 1991	Percent Change Monthly	Yearly	MARCH 1990	FEBRUARY 1991	MARCH 1991	Percent Change Monthly	Yearly
TOTAL EMPLOYMENT	110,122	109,522	109,316	-0.2	-0.7	1,243.4	1,264.0	1,262.1	-0.2	1.5
Manufacturing	19,217	18,466	18,374	-0.5	-4.4	222.3	212.8	211.9	-0.4	-4.7
Durable Goods	11,261	10,645	10,581	-0.6	-6.0	161.8	152.4	150.9	-1.0	-6.7
Nondurable Goods	7,956	7,821	7,793	-0.4	-2.0	60.5	60.4	61.0	1.0	0.8
Nonmanufacturing	90,905	91,056	90,942	-0.1	0.0	1,021.1	1,051.2	1,050.2	-0.1	2.8
Mining	729	737	735	-0.3	0.8	1.5	1.7	1.8	5.9	20.0
Construction	5,313	4,860	4,788	-1.5	-9.9	51.9	55.7	53.1	-4.7	2.3
Trans, Comm, Utl	5,808	5,849	5,844	-0.1	0.6	64.4	63.9	64.4	0.8	0.0
Retail Trade	19,764	19,571	19,521	-0.3	-1.2	232.8	236.3	236.6	0.1	1.6
Wholesale Trade	6,361	6,272	6,253	-0.3	-1.7	78.3	82.0	82.1	0.1	4.9
F.I.R.E.	6,821	6,819	6,821	0.0	0.0	78.5	81.4	81.6	0.2	3.9
Services	27,950	28,601	28,624	0.1	2.4	293.6	302.9	304.0	0.4	3.5
Government	18,159	18,347	18,356	0.0	1.1	220.1	227.3	226.6	-0.3	3.0

to explain. As you can see from an accompanying table, this year's revisions can best be described as "no problem." (For the 1989 and 1990 revised data, refer to last month's publication.)

The inputs from the state side of the estimating system were not extensively revised, so most of the revisions to the estimates stem from updated information provided by the Census Bureau's Current Population Survey. The largest revision to the unemployment rate was the three-tenths of a point increase in May of 1990. While there was some modification to the state level employment estimates for this month, most of the upward change in the rate stemmed from a re-estimation of the rate of entrants to the labor force used in developing the unemployment rate itself. This particular modification was carried out by the Bureau of Labor Statistics in Washington D.C.

The reader must bear in mind, however, that the 1990 Census data was not available to us when we began our revision process last year. It is hoped that we will have this information next year when we start the revision process. So, the next time you read in this publication about the revised unemployment estimates, you will probably note a great deal of moaning, gnashing of teeth, and pulling of hair.

Summary

Oregon's unemployment rate is holding up well when compared with the nation. This is an unusual situation, historically. However, unemployment insurance claims are higher now than for the previous two years. Also, seasonally adjusted employment for our durable goods manufacturing sector is showing signs of weakness. If the national recession comes to an end soon, as some forecasters predict, then Oregon may avoid further damage to its economy. On the other hand, if the recession which is afflicting the nation drags on for an extended period of time, then the likelihood of Oregon being dragged down further increases substantially. □

DIFFERENCE BETWEEN THE ORIGINAL DATA
ON THE 1989 BENCHMARK AND THE
REVISED DATA ON THE 1990 BENCHMARK

DATE	'90 BM minus '898M Labor Force	'90 BM minus '898M Employment	'90 BM minus '898M Unemployment	'90 BM minus '898M Rate
1988 Jan	1,000	1,500	(500)	-0.1
Feb	700	1,200	(500)	-0.1
Mar	100	600	(500)	-0.1
Apr	300	700	(400)	0.0
May	(300)	(100)	(200)	0.0
Jun	(1,000)	(1,100)	100	0.0
Jul	(1,400)	(1,300)	(100)	0.0
Aug	(200)	(400)	200	0.0
Sep	(400)	(600)	200	0.0
Oct	300	(200)	500	0.1
Nov	100	(500)	600	0.1
Dec	600	0	600	0.1
Average	0	0	0	0.0
1989 Jan	900	300	600	0.0
Feb	500	(200)	700	0.0
Mar	200	(500)	700	0.1
Apr	(400)	(1,300)	900	0.0
May	(400)	(1,400)	1,000	0.1
Jun	(1,500)	(2,700)	1,200	0.1
Jul	(2,400)	(2,600)	200	0.0
Aug	(400)	100	(500)	0.0
Sep	200	1,100	(900)	-0.1
Oct	500	1,100	(600)	-0.1
Nov	100	1,200	(1,100)	0.0
Dec	2,200	4,800	(2,600)	-0.2
Average	0	0	0	0.0
1990 Jan	(2,200)	(4,200)	2,000	0.2
Feb	5,400	2,200	3,200	0.2
Mar	14,300	12,800	1,500	0.0
Apr	8,600	5,400	3,200	0.2
May	3,600	(900)	4,500	0.3
Jun	7,200	5,600	1,600	0.1
Jul	4,300	5,900	(1,600)	-0.1
Aug	800	800	0	0.0
Sep	(3,400)	(600)	(2,800)	-0.2
Oct	(7,300)	(4,300)	(3,000)	-0.2
Nov	(6,200)	(4,800)	(1,400)	-0.1
Dec	(2,300)	(1,800)	(500)	0.0
Average	1,800	1,300	500	0.0

OREGON NONAG WAGE & SALARY EMPLOYMENT
CHANGE FROM ONE YEAR AGO

A DYNAMIC EDUCATION AGENDA FOR OREGON
A Vision of Excellence for the 21st Century

State Representative Vera Katz

(Editor's note: Rep. Katz, D-Portland, was first elected to the Oregon House of Representatives in 1973 and served as Speaker of the House from 1985 through 1990.)

"The best educated and trained citizens in America by the year 2000, and equal to any in the world by the year 2010."

Oregon Benchmarks, 1990

Our future as Oregonians will depend on the quality of our education, the level of our skills, and the productivity of our citizens. Competitive global markets and new technologies demand that Oregon workers and employers develop "high performance" work organizations and employee skills. Participatory management, sophisticated quality controls, and an emphasis on customer service are changing the workplace. Now employees must develop the capabilities to change with it.

. . . the United States is the only major industrialized country in the world that does not have a well-defined and implemented school-to-work transition.

Workers who cannot adapt to the changing workplace and employers who do not respond to changing technologies and competition will be at risk of failure. Oregon's ability to educate and train talented and productive people will make the state economically viable for the 1990s and beyond.

Unfortunately, our academic and technical skill levels are not adequate to compete in an international economy.

Other nations produce a highly technical work force by first providing workers with a strong general education. Each has performance standards which virtually all students must meet at about age 16 and which have a direct effect on their employment prospects. Each has developed high performance work organizations that replace the mass production techniques of the early twentieth century.

In contrast, the United States is the only major industrialized country in the world that does not have a well-defined and implemented school-to-work transition. Students consistently perform at or near the bottom on tests when compared to students in other nations. Nearly three out of ten students beginning first grade will not graduate from high school. Yet these students will make up more than a third of our front line work force.

The most neglected students are the 70 percent who will not go on to college after high school. We prepare only a fraction of non-college bound students for work. As a result, the vast majority of our students who do not go to college are left to sink or swim, lacking academic and vocational skills, usually jumping from one low-paying job to another, and never being seriously trained until their mid-twenties.

The 1991 Oregon Legislature has the opportunity to insure a prosperous future for our citizens by preparing them to compete effectively in a global economic environment.

It has the opportunity to enact a dynamic educational vision for our state that will achieve an educated and trained work force equaling global standards of quality.

It has the opportunity to raise expectations for our students, set challenging goals for schools, and hold schools accountable for the performance of their students.

House Bill 3565, Oregon's Educational Act for the 21st Century, recognizes the link between families, education, and economic prosperity as noted in the 1990 report *"America's Choice: High Skills or Low Wages"*. As a trustee for the National Center for Education and the Economy, which sponsored the report, I strongly believe in its vision. As a legislator, I am seeking broad-based support for HB 3565 because it will set Oregon on the right path — a path that will take years to complete but one we must embark upon immediately and without hesitation.

House Bill 3565 re-designs academic and technical curricula to meet higher and more rigorous standards by establishing the Certificate of Initial Mastery (CIM), a new high performance standard, to be achieved by age 16 or the tenth grade. Students passing a series of performance-based assessments that measure the mastery of this academic standard will be awarded a CIM.

The bill also establishes a comprehensive system of technical and professional certificates and associates degrees for students who choose to enter the workplace rather than pursue a four-year college degree right after high school. Students will earn certificates and associate degrees in their chosen occupation after completion of two- to five-year programs of combined academic studies and work experience.

Business, labor, and education interests will define certification and degree standards and assessments for a broad range of occupations and trades. These programs can be pursued at a variety of institutions accredited to offer them, including high schools and community colleges.

HB 3565 provides for alternative educational and training environments for students who drop out of school or who have not achieved the Certificate of Initial Mastery under the current system.

"Learning Centers" will be developed throughout Oregon communities so that students and adults have the opportunity to obtain a Certificate of Initial Mastery. To help guarantee success for those at-risk students, each Learning Center will include a system of integrated social services.

The bill will also prohibit employers from hiring anyone under 18 years of age unless they are attending school or enrolled in a Learning Center working toward their Certificate of Initial Mastery.

Other provisions of the bill prescribe that:

- Schools and students will be held accountable for their performance by assessing students in grades 3, 5, 8 and 11 on the skills and knowledge requirements to receive a Certificate of Initial Mastery. These assessments will measure the degree to which students have mastered academic and technical skills prior to receiving a CIM or associate degree. They will also assess student skills before the credentials to enter college are issued.
- A guarantee that every eligible child will be enrolled in an Oregon Head Start Program by 1999.
- Families will have the opportunity to choose which school their children

attend if their local school fails to assist students in achieving satisfactory performance. All students who receive their Certificate of Initial Mastery may choose to attend any accredited institution for their 11th and 12th grades.

- The Department of Education will direct implementation of ungraded K-3 primary school to increase the probability of success in the early school years.
- The school year will increase to 200-220 student days from the current 175 days.
- Teachers, administrators, and parents are further empowered to develop school-based management committees with expanded authority to make decisions affecting each school and their programs.
- Financial incentives will be provided to schools demonstrating progress in student performance as a result of changes called for in the legislation.

Despite evidence that we are not preparing today's children to be competitive in a global economy, continued debate about education delivery must not stall change. As our paradigm of education attainment shifts from "time in the seat" to a comprehensive assessment benchmarked to the highest standards in the world, we should expect growing pains — but the results will be worth it. □

1988 LABOR FORCE DATA REVISED

Each year, the Oregon Employment Division revises its estimates of labor force, employment and unemployment for the state and all counties for the most recent two years. Revised Oregon labor force tables for 1989 and 1990 were published in the April issue of *Oregon Labor Trends*. In this month's issue, we are also publishing revised state data for 1988.

Annual labor force tables for 1988 through 1990 have also been revised and are now available for all local areas in Oregon. If you are not already on our mailing lists and would like to obtain any of these local area tables, please contact:

Oregon Employment Division
Research & Statistics
875 Union St NE
Salem OR 97311
Attn: Kathi Groome
Phone (503)378-8657 or toll free
1-800-238-3710, extension 8-8657

AVERAGE HOURS AND EARNINGS OF OREGON INDUSTRIAL PRODUCTION WORKERS[1]

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Feb.[2] 1991	Jan.[3] 1991	Feb. 1990	Feb.[2] 1991	Jan.[3] 1991	Feb. 1990	Feb.[2] 1991	Jan.[3] 1991	Feb. 1990
TOTAL MANUFACTURING[4]	$446.16	$441.98	$418.38	39.0	38.5	38.0	$11.44	$11.48	$11.01
Durable Goods	445.77	441.60	422.11	39.0	38.5	38.2	11.43	11.47	11.05
Lumber & Wood Products	422.94	417.01	413.95	38.0	37.3	37.7	11.13	11.18	10.98
Logging & Sawmills	458.54	444.00	421.56	38.5	37.0	36.0	11.91	12.00	11.71
Veneer & Plywood	391.62	395.23	432.04	36.6	36.8	39.6	10.70	10.74	10.91
Millwork & Structural	362.52	369.36	375.06	38.2	38.0	39.9	9.49	9.72	9.40
Mobile Homes	334.43	345.72	304.31	34.3	35.9	33.7	9.75	9.63	9.03
Other Wood Products	436.51	435.11	424.51	39.9	39.7	39.6	10.94	10.96	10.72
Furniture & Fixtures	373.53	352.94	354.54	36.3	34.5	38.0	10.29	10.23	9.33
Primary Metals	541.83	539.28	508.82	42.1	42.0	41.1	12.87	12.84	12.38
Fabricated Metals	414.70	415.83	382.95	37.7	37.7	37.0	11.00	11.03	10.35
Machinery (Ex Electrical)	440.22	440.89	445.90	39.2	39.4	39.6	11.23	11.19	11.26
Nondurable Goods	446.96	442.75	405.45	38.9	38.5	37.3	11.49	11.50	10.87
Food & Kindred Products	352.23	361.74	331.70	36.2	36.8	35.1	9.73	9.83	9.45
Canning & Preserving	293.94	308.74	271.91	34.5	35.9	33.2	8.52	8.60	8.19
Other Food Products	415.34	420.71	406.88	38.0	37.8	37.5	10.93	11.13	10.85
Textile Mill Products	256.68	266.06	221.38	35.6	36.1	29.4	7.21	7.37	7.53
Apparel	280.21	268.23	254.69	39.3	37.1	37.4	7.13	7.23	6.81
Paper & Allied Products	671.40	687.45	621.15	43.4	43.1	41.3	15.47	15.95	15.04
Printing & Publishing	514.83	482.41	451.20	39.3	37.6	37.6	13.10	12.83	12.00
Construction[4]	585.52	563.98	494.13	36.3	34.6	31.9	16.13	16.30	15.49
Communications & Utilities[5]	594.70	594.22	543.23	41.5	40.7	40.6	14.33	14.60	13.38
Trade[5]	272.27	268.74	315.57	30.8	30.4	33.5	8.84	8.84	9.42
Wholesale Trade	435.85	426.71	418.87	37.9	37.3	37.2	11.50	11.44	11.26
Retail Trade	216.69	215.04	263.74	28.4	28.0	31.7	7.63	7.68	8.32
Banking & Insurance[5]	384.87	372.91	375.81	36.9	36.1	36.7	10.43	10.33	10.24
State & Local Government	425.69	426.31	404.83						

[1]Figures are average gross hours and earnings of full and part-time worked or paid for, including overtime and shift premium pay. Prepared in cooperation with the U.S. Department of Labor. All data are based on the 1987 Standard Industrial Classification (SIC) codes.
[2]Preliminary
[3]Revised
[4]Data for production workers only and exclude administrative, supervisory (above working foremen), technical, sales and office personnel.
[5]Data for nonsupervisory employees only, excluding proprietors and executive personnel. Prior to 1991, data for retail trade excludes eating and drinking places.

State of Oregon
EMPLOYMENT DIVISION
Department of Human Resources

Research and Statistics
March 1990 Benchmark
April 1991

OREGON RESIDENT LABOR FORCE, UNEMPLOYMENT & EMPLOYMENT 1988 1/

	Annual 2/ Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov.	Dec.
CIVILIAN LABOR FORCE	1,426.0	1,386.4	1,390.6	1,401.4	1,409.3	1,404.1	1,445.0	1,450.6	1,447.9	1,428.1	1,442.1	1,447.8	1,458.6
UNEMPLOYMENT	83.0	94.9	93.7	88.6	84.4	83.1	85.1	83.9	80.1	74.8	72.9	76.2	78.3
Percent of Labor Force	5.8	6.8	6.7	6.3	6.0	5.9	5.9	5.8	5.5	5.2	5.1	5.3	5.4
Seasonally Adjusted Percent	5.8	5.9	5.8	5.7	5.9	6.0	6.0	5.8	5.9	5.8	5.7	5.7	5.6
TOTAL EMPLOYMENT	1,343.0	1,291.5	1,296.9	1,312.8	1,324.9	1,321.0	1,359.9	1,366.7	1,367.8	1,353.3	1,369.2	1,371.6	1,380.3

OREGON NONAGRICULTURAL WAGE & SALARY EMPLOYMENT 1988 3/

TOTAL WAGE & SALARY	1,156.0	1,101.5	1,112.8	1,123.2	1,135.0	1,148.0	1,167.0	1,154.2	1,169.0	1,182.2	1,192.2	1,194.8	1,191.6
Wage & Salary Emp. Index (1977=100) 4/	123.4	120.2	121.2	121.6	122.0	122.3	122.7	123.5	124.3	124.6	125.2	126.0	126.4
GOODS PRODUCING 5/	255.3	239.4	242.0	242.7	246.9	250.1	256.7	262.7	271.1	268.3	266.8	260.8	256.4
SERVICE PRODUCING 6/	900.6	862.1	870.8	880.5	888.1	897.9	910.3	891.5	897.9	913.9	925.4	934.0	935.2
MANUFACTURING, TOTAL	214.2	205.7	207.3	206.6	208.5	209.9	214.5	218.4	225.3	222.1	220.9	216.9	213.7
Durable Goods	156.5	151.6	152.9	152.5	154.4	155.2	155.8	158.7	160.5	158.9	160.0	159.4	158.2
Lumber & Wood Products	68.8	67.6	68.0	67.3	68.0	68.8	68.6	69.1	70.4	68.9	70.5	69.8	68.8
Logging	12.8	12.3	12.5	11.9	11.9	12.4	13.3	13.8	14.0	11.2	13.7	13.6	12.8
Sawmills	22.6	22.1	22.3	22.4	22.6	22.7	22.3	22.2	22.6	23.4	23.2	22.8	22.8
Veneer & Plywood	17.3	17.7	17.7	17.6	17.8	17.7	16.7	16.4	16.9	17.5	17.2	17.0	16.9
Millwork & Structural Wood	10.1	9.7	9.7	9.6	9.8	10.0	10.4	10.6	10.6	10.5	10.3	10.2	10.2
Mobile Homes	1.6	1.4	1.4	1.4	1.4	1.5	1.6	1.7	1.8	1.8	1.8	1.8	1.8
Other Wood Products	4.4	4.4	4.4	4.4	4.5	4.5	4.3	4.4	4.5	4.5	4.3	4.4	4.3
Furniture & Fixtures	2.9	2.6	2.6	2.7	2.8	2.8	2.9	3.0	3.0	3.0	3.0	3.0	3.0
Stone, Clay, Glass, & Concrete	4.0	3.6	3.6	3.7	3.9	4.0	4.1	4.2	4.3	4.4	4.3	4.2	4.2
Primary Metals	10.2	9.8	9.8	9.9	10.0	10.1	10.3	10.4	10.4	10.4	10.3	10.3	10.3
Blast Furnaces, Iron & Steel 7/	5.1	4.9	4.8	4.9	5.0	5.0	5.1	5.2	5.2	5.2	5.2	5.2	5.3
Nonferrous Metals 7/	5.1	4.9	5.0	5.0	5.0	5.1	5.2	5.2	5.2	5.2	5.1	5.1	5.0
Fabricated Metals	11.2	10.1	10.2	10.4	10.6	10.7	11.0	11.4	11.6	11.6	11.9	12.2	12.4
Fabricated Structural Metals	4.6	4.2	4.2	4.3	4.4	4.4	4.5	4.7	4.7	4.7	4.9	5.2	5.4
Other Fabricated Metals	6.5	5.9	6.0	6.1	6.2	6.3	6.5	6.7	6.9	6.9	7.0	7.0	7.0
Machinery	16.8	16.4	16.7	16.8	16.7	16.5	16.6	16.9	17.0	17.0	17.0	16.8	16.9
Office & Computing Machines	4.1	4.1	4.2	4.2	4.0	3.8	3.8	4.1	4.2	4.2	4.3	4.3	4.3
Other Machinery	12.7	12.3	12.5	12.6	12.7	12.7	12.8	12.8	12.8	12.8	12.7	12.5	12.6
Electronic & Other Elect. Equip 7/	14.1	13.3	13.4	13.4	13.6	13.8	13.9	14.3	14.5	14.6	14.6	14.8	15.0
Transportation Equipment	11.6	11.2	11.5	11.1	11.6	11.5	11.3	12.4	12.3	12.0	11.4	11.4	11.1
Instruments & Related Products 7/	13.2	13.5	13.5	13.5	13.5	13.3	13.2	13.1	13.1	13.1	12.9	12.8	12.6
Miscellaneous Manufacturing	3.8	3.5	3.6	3.7	3.7	3.7	3.9	3.9	3.9	3.9	4.1	4.1	3.9
Nondurable Goods	57.6	54.1	54.4	54.1	54.1	54.7	58.7	59.7	64.8	63.2	60.9	57.5	55.5
Food & Kindred Products	23.7	20.6	20.8	20.3	20.0	21.1	24.2	25.7	30.6	29.0	27.2	23.8	21.5
Canning & Preserving	12.8	9.8	10.2	9.6	9.4	10.3	13.2	14.6	19.5	18.0	15.9	12.6	10.5
Other Food Products	10.9	10.8	10.6	10.7	10.6	10.8	11.0	11.1	11.1	11.0	11.3	11.2	11.0
Textile Mill Products	1.8	1.8	1.8	1.8	1.8	1.7	1.8	1.7	1.8	1.7	1.8	1.7	1.7
Apparel	2.6	2.5	2.6	2.5	2.6	2.7	2.7	2.6	2.6	2.7	2.7	2.7	2.7
Paper & Allied Products	8.6	8.8	8.8	8.9	8.8	8.2	8.9	8.6	8.5	8.5	8.2	8.3	8.4
Printing & Publishing	13.2	13.1	13.1	13.1	13.2	13.2	13.2	13.2	13.2	13.3	13.1	13.2	13.4
Chemicals & Allied Products	2.1	2.1	2.1	2.1	2.2	2.2	2.2	2.1	2.2	2.2	2.1	2.1	2.1
Petroleum & Asphalt Products	0.5	0.5	0.5	0.5	0.5	0.5	0.6	0.6	0.6	0.5	0.6	0.5	0.5
Rubber & Plastic Products	4.6	4.3	4.3	4.4	4.5	4.6	4.6	4.7	4.8	4.8	4.7	4.7	4.7
Leather Products	0.5	0.4	0.4	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5	0.5
NONMANUFACTURING, TOTAL	941.8	895.8	905.5	916.6	926.5	938.1	952.5	935.8	943.7	960.1	971.3	977.9	977.9
Mining & Quarrying	1.3	1.2	1.3	1.2	1.3	1.3	1.4	1.4	1.4	1.4	1.4	1.3	1.2
Construction	39.9	32.5	33.4	34.9	37.1	38.9	40.8	42.9	44.4	44.8	44.5	42.6	41.5
Building Construction	9.6	8.3	8.3	8.5	8.9	9.1	9.5	9.8	10.3	10.5	10.5	10.5	10.4
Heavy Construction	6.2	4.1	4.4	4.8	5.7	6.4	6.8	7.2	7.6	7.7	7.4	6.6	6.0
Special Trade Contractors	24.1	20.1	20.7	21.6	22.5	23.4	24.5	25.9	26.5	26.6	26.6	25.5	25.1

1988 Continued	Annual 2/ Average	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sep.	Oct.	Nov.	Dec.
Transport., Comm., & Utilities	60.5	58.2	58.6	59.0	59.2	59.7	60.7	60.4	61.3	62.0	61.9	62.1	62.6
Transportation	39.3	37.0	37.4	37.7	37.9	38.4	39.3	39.1	40.0	40.9	40.9	41.1	41.7
Railroad Transportation	3.9	3.8	3.8	3.9	3.9	3.9	3.9	3.9	3.9	3.9	4.0	4.0	3.9
Trucking & Warehousing	22.8	21.2	21.4	21.4	21.7	22.0	22.7	23.1	23.6	23.8	23.7	23.9	24.6
Other Transportation	12.6	12.0	12.2	12.4	12.3	12.5	12.7	12.1	12.5	13.2	13.2	13.2	13.2
Communications	12.5	12.5	12.5	12.5	12.5	12.5	12.5	12.5	12.5	12.4	12.4	12.4	12.3
Utilities	8.7	8.7	8.7	8.8	8.8	8.8	8.9	8.8	8.8	8.7	8.6	8.6	8.6
Wholesale & Retail Trade	292.4	276.2	275.9	279.2	283.0	287.1	293.2	297.1	299.5	301.9	301.5	305.4	309.0
Wholesale Trade	72.9	68.8	69.5	70.2	71.2	71.6	73.2	74.0	74.5	75.6	75.2	75.3	75.4
Durable Goods	42.7	40.6	40.8	41.1	41.8	42.4	43.0	43.4	43.7	43.9	43.6	43.9	44.2
Machinery, Equipment, & Sup.	10.2	9.6	9.6	9.8	10.0	10.2	10.4	10.4	10.5	10.5	10.3	10.4	10.5
Other Durable Goods	32.5	31.0	31.2	31.3	31.8	32.2	32.6	33.0	33.2	33.4	33.3	33.5	33.7
Nondurable Goods	30.2	28.2	28.7	29.1	29.4	29.2	30.2	30.6	30.8	31.7	31.6	31.4	31.2
Groceries & Related Products	11.6	10.8	10.9	10.9	11.0	10.8	11.3	11.5	11.7	12.7	12.7	12.4	12.1
Other Nondurable Goods	18.6	17.4	17.8	18.2	18.4	18.4	18.9	19.1	19.1	19.0	18.9	19.0	19.1
Retail Trade	219.5	207.4	206.4	209.0	211.8	215.5	220.0	223.1	225.0	226.3	226.3	230.1	233.6
Building Materials & Garden Sup.	7.2	6.5	6.5	6.9	7.1	7.3	7.5	7.5	7.5	7.5	7.3	7.2	7.1
General Merchandise Stores	28.6	28.6	27.1	27.1	26.8	26.9	27.2	28.1	28.5	28.7	29.7	31.5	33.0
Food Stores	36.4	33.8	34.1	34.4	34.4	35.3	36.3	37.4	37.7	38.2	38.6	38.3	38.7
Auto Dealers & Service Stations	28.0	26.4	26.4	26.9	27.7	27.9	28.5	28.5	29.0	29.1	28.8	28.5	28.3
Apparel & Accessory Stores	9.2	8.4	8.1	8.3	8.3	8.5	9.2	10.0	9.7	9.5	9.3	10.1	10.6
Furniture & Home Furnishings	8.3	8.2	8.0	8.0	8.1	8.1	8.2	8.2	8.3	8.4	8.6	8.8	9.1
Eating & Drinking Places	78.9	73.6	74.1	75.2	77.4	79.5	81.2	81.7	82.3	82.6	80.4	79.9	79.4
Miscellaneous Retail	22.9	21.9	22.1	22.2	22.0	22.0	21.9	21.7	22.0	22.3	23.6	25.8	27.4
Finance, Insurance, and Real Estate	73.3	71.7	72.0	72.2	72.4	72.8	73.8	73.9	74.5	74.4	73.7	73.5	74.2
Finance	27.6	27.5	27.5	27.6	27.8	27.8	27.9	27.5	27.6	27.6	27.5	27.4	27.6
Insurance	21.9	21.4	21.4	21.5	21.6	21.7	21.9	21.9	22.1	22.1	22.0	22.2	22.4
Real Estate	23.8	22.8	23.1	23.1	23.0	23.3	24.0	24.5	24.8	24.7	24.2	23.9	24.2
Services	263.2	247.0	251.9	255.9	259.4	259.8	263.8	265.3	268.4	270.9	270.9	272.6	273.0
Hotels & Other Lodging Places	17.1	15.0	15.2	15.8	16.4	16.9	18.2	19.0	19.4	18.8	17.4	16.7	16.6
Personal Services	10.4	10.3	10.4	10.5	10.7	10.4	10.2	10.1	10.2	10.3	10.4	10.5	10.6
Business Services	43.0	37.9	39.1	39.8	41.0	41.6	42.8	43.6	45.3	45.6	45.7	47.4	46.3
Automotive & Misc. Repair Services	13.8	12.6	12.9	13.1	13.1	13.4	13.8	14.3	14.5	14.4	14.3	14.3	14.5
Motion Pictures & Amusements	13.1	12.3	12.3	12.7	13.0	12.9	13.4	14.1	14.3	13.4	12.6	12.7	13.7
Health Services	77.7	75.0	75.4	76.1	76.7	76.7	77.6	77.5	78.1	79.1	79.4	79.7	80.5
Legal Services	8.5	8.2	8.2	8.3	8.4	8.4	8.6	8.6	8.6	8.6	8.6	8.6	8.6
Private Education	13.8	13.9	14.8	14.9	14.8	14.2	12.2	10.8	10.7	13.8	15.2	15.5	15.1
Social Services	23.3	22.4	22.9	23.0	23.2	23.4	23.3	23.0	23.1	23.6	23.9	24.0	23.9
Engineering & Management Services	17.3	16.1	17.0	17.3	17.3	16.7	17.1	17.4	17.3	17.4	17.6	17.8	18.0
Other Services & NEC	25.3	23.3	23.7	24.4	24.8	25.2	26.6	26.9	26.9	25.9	25.8	25.4	25.2
Government	211.2	209.0	212.4	214.2	214.1	218.5	218.8	194.8	194.2	204.7	217.4	220.4	216.4
Federal Government	31.7	30.0	29.5	29.6	30.4	31.3	33.0	33.3	33.0	33.0	33.2	31.8	31.8
State Government	58.6	57.7	58.9	59.3	59.3	59.7	60.5	55.8	56.4	55.8	60.2	60.4	59.6
Education	23.9	24.4	25.5	25.7	25.3	25.5	25.6	19.9	19.5	19.8	25.2	25.7	25.2
Other State	34.7	33.3	33.4	33.6	34.0	34.2	34.9	35.9	36.9	36.0	35.0	34.7	34.4
Local Government	121.0	121.3	124.0	125.3	124.4	127.5	125.3	105.7	104.8	115.9	124.0	128.2	125.0
Education	75.4	77.9	80.3	81.0	80.1	81.0	78.6	58.0	57.1	69.5	78.9	81.9	80.1
Other Local	45.6	43.4	43.7	44.3	44.3	46.5	46.7	47.7	47.7	46.4	45.1	46.3	44.9
LABOR-MANAGEMENT DISPUTES	1.4	0.1	0.1	0.2	0.1	0.7	2.4	4.9	3.8	1.1	0.8	1.2	1.2

1/ Includes employed and unemployed individuals 16 years and older by place of residence. Data are adjusted for multiple job-holding and commuting. Includes nonagriculture wage and salary, self-employed, unpaid family workers, domestics, agriculture and labor disputants. ALL DATA ARE IN THOUSANDS

2/ Sum of monthly estimates divided by 12. Unemployment rate derived by dividing unemployment by civilian labor force.

3/ This nonagricultural wage and salary employment series is based on the 1987 Standard Industrial Classification (SIC) manual. The data are by place of work and persons working multiple jobs are counted more than once. Workers involved in labor-management disputes are excluded from the wage and salary employment totals. ALL DATA ARE IN THOUSANDS

4/ Total nonagricultural wage and salary employment, seasonally adjusted and indexed to 1977. Data on the earlier index (1972 = 100) can be converted to the 1977 base period by multiplying by a factor of .8264, the ratio between 1972's annual average employment (774.3) and that of 1977 (936.9).

5/ Goods producing industries include manufacturing, mining, and construction.

6/ Service producing industries include transportation, communications, & utilities; trade; finance, insurance, & real estate; services; and government.

7/ Series break. Data for 1988 and thereafter are not comparable to those for 1987 and before.

LET YOUR WORKERS' COMPENSATION $$ WORK FOR YOU!

Sandi Hadley-White

Hiring or rehiring an injured worker can lower your workers' compensation costs and actually reimburse you money! The Reemployment Assistance Reserve (Reserve) has a new program that provides incentives to employers for hiring eligible injured workers. The Workers' Compensation Division (Division) has adopted new rules effective December 26, 1990 that will allow employers to access this 61 million dollar fund more than ever.

The Reserve funds the Preferred Worker Program and the Return-to-Work Incentives Program. Employers can access these programs when they agree to hire a Preferred Worker.

What is a Preferred Worker?

A worker who has incurred a permanent disability as a result of an on-the-job injury and cannot return to regular work as a result of the injury may qualify as a Preferred Worker. Workers who are released to regular modified work may also qualify. Employers can receive incentives for hiring Preferred Workers who were injured while working with them or with a different employer. Preferred Workers carry a card that indicates they are eligible for the program.

Preferred Worker Program

Premium Exemption: After hiring a preferred worker, the employer does not pay workers' compensation insurance premiums or premium assessments on that worker for up to three years.

Claim Cost Reimbursement: If the Preferred Worker incurs a new injury during the premium exemption period, the Division will reimburse all claim costs to the employer's insurer for the life of that claim. And, this new claim cannot be used to determine future premiums for the employer.

How do YOU use the Preferred Worker Program?

Instructions for use are on the preferred worker card. Simply fill out the card as instructed and mail it to the address on the card. If you are interested in hiring an injured worker who does not have a card and you need some assistance in determining the workers' eligibility, call the Rehabilitation Review Section (RRS) at 1-800-445-3948 or 378-5421. RRS will notify you and the worker of the effective premium exemption period.

Return-To-Work Incentives Program

Wage Subsidy: A wage subsidy of 50% for six months is available to an employer who hires an eligible Preferred Worker in an approved suitable job.

Worksite Modification: If the job needs to be altered, modifications made, or equipment purchased to bring the job within the preferred worker's limitations, up to $25,000 is available to make these changes. Consultants are available to provide worksite analyses and help determine what modifications are necessary. Worksite modification can be provided up to one year from the date of hire.

Obtained Employment Purchases: If the worker is required by the employer to provide tools, a uniform, or has to pay union dues, or move to accept a job, money is available to assist in these areas.

How Do YOU Use the Return-To-Work Incentives Program?

Incentives under this program are provided for suitable work, as a condition of hire. "Suitable" means the worker has the entry level skills for the job and is physically able to do it. To receive these incentives, you simply fill out a one-page agreement form for each incentive. Each form includes a job analysis that is used to determine if the job is suitable. You submit the form to RRS for approval. The employer and worker will be sent notice of approval and reimbursement forms or an advancement of funds, whichever is applicable.

Need More Information?

Further information on these programs can be obtained by calling RRS at 1-800-445-3948 or 378-5421.

The Reemployment Assistance Reserve Programs provide a win/win situation for everyone! □

STATE OF OREGON UNEMPLOYMENT RATES BY AREA

March 1991

	Civilian Labor Force	Total Employment	Unemployment	Rate[1]
State of Oregon	1,473,300	1,380,300	93,000	6.3
Eugene MSA[2]	147,500	137,100	10,400	7.1
Medford MSA[3]	71,430	65,060	6,370	8.9
Portland PMSA[4]	688,100	657,100	31,000	4.5
Salem MSA[5]	137,200	129,100	8,100	5.9
Baker	6,710	5,920	790	11.8
Benton	37,840	36,370	1,470	3.9
Clatsop	17,340	16,160	1,180	6.8
Columbia	17,320	16,100	1,220	7.0
Coos	26,340	23,790	2,550	9.7
Crook	7,110	6,360	750	10.5
Curry	9,150	8,510	640	7.0
Deschutes	42,700	39,710	2,990	7.0
Douglas	44,180	39,040	5,140	11.6
Gilliam	1,000	980	20	2.0
Grant	4,150	3,430	720	17.3
Harney	3,870	3,360	510	13.2
Hood River	9,660	8,890	770	8.0
Jefferson	6,530	6,000	530	8.1
Josephine	25,380	23,030	2,350	9.3
Klamath	24,920	21,870	3,050	12.2
Lake	3,640	3,190	450	12.4
Lincoln	19,420	18,270	1,150	5.9
Linn	43,260	39,420	3,840	8.9
Malheur	12,230	11,380	850	7.0
Morrow	3,160	2,830	330	10.4
Sherman	880	820	60	6.8
Tillamook	9,120	8,530	590	6.5
Umatilla	28,490	25,720	2,770	9.7
Union	11,030	9,960	1,070	9.7
Wallowa	3,420	2,910	510	14.9
Wasco	9,630	8,880	750	7.8
Wheeler	610	490	120	19.7

[1]Not Seasonally Adjusted
[2]Lane County
[3]Jackson County
[4]Clackamas, Multnomah, Washington, Yamhill counties
[5]Marion and Polk counties

WELFARE REFORM: PARTNERSHIPS KEY TO SUCCESS

Ron Bassett-Smith and Jill Franklin

(Editor's note: Ron Bassett-Smith is the manager of the JOBS Administration in the Oregon Economic Development Department. Jill Franklin is a research analyst in this section. For more information on Oregon's new welfare reform program, see the article by Stephen Minnich, administrator of the Oregon Adult and Family Services Division, in the January 1991 issue of Oregon Labor Trends.)

Oregon's new welfare reform program, designed to help welfare clients move into the work force, has accomplished much in recent months. Welfare reform brings state and local organizations together for the benefit of welfare clients, regional economies, and the state's work force development. There are five state partners involved in welfare reform. They include Adult and Family Services (AFS), the Oregon Economic Development Department, the Office of Community College Services, the Employment Division, and the Department of Education. Together with local service providers such as Private Industry Councils and Job Training Partnership Act sites, these five agencies are working together for the benefit of welfare clients and their communities. As Governor Roberts pointed out in her February 24 speech unveiling Oregon's work force development plans, "Partnerships are what we need to make our work force dreams come true." Welfare reform is proving that Oregon's leaders can make partnerships work, by keeping the focus on the clients and their needs.

. . . welfare clients enrolled in the reform program discover that its impact changes their lives.

This pioneering partnership effort has already had a very positive impact on Oregon's work force development efforts. First, welfare clients enrolled in the reform program discover that its impact changes their lives. There are three pillars that support this change: life skills, basic education, and job readiness classes. In these classes, clients learn to manage home and family responsibilities, choose a career, and prepare for the changes they need to make to enter the work force. They also supplement their education and polish job search techniques. Thanks to the caring, supportive staff who teach these classes, clients find strength and worth in their lives. And this powerful impact is carried home to their children. As one woman put it, "Since I've changed in positive ways, my family has changed in positive ways."

The strength of local collaborations across the state has paved the way for similar programs, like Governor Roberts' Workforce Development project. The JOBS (Job Opportunities and Basic Skills) Administration team encouraged this local collaboration, in part, through their Total Quality Management (TQM) philosophy. This philosophy was introduced into Japanese businesses in the 1950s and has since been adopted by American companies like Ford Motor Company. TQM helps organizations improve products and services. The JOBS Administration team found that its principles apply equally well to social service organizations. TQM suggests that organizations need to identify in broad terms who their customers are and how to best serve them. The team soon realized that this style was creating a positive impression on contractors and other partners. They saw that this customer service attitude was carried through local contractors to the JOBS clients. TQM has helped eliminate "turf" issues and battles. True, equal partnerships were created and are maintained. Key players are putting client needs first and resolving conflict so that energies are used to improve JOBS for Oregon's Future. A new style of doing business has emerged between state and local partners.

Finally, welfare reform is proof that Governor Roberts' Workforce Development vision can become a reality. Strong collaborations at both state and local levels have changed the dynamics of these two groups. The state proved that it can forge equal partnerships with community colleges, Job Training Partnership Act sites, Private Industry Councils, and others. It continues to prove that business-style contracts can be effective in the public sector. The partnership model built for welfare reform will help Oregon reach its goal of developing the best work force in the nation before the end of this decade.

. . . welfare reform is proof that Governor Roberts' Workforce Development vision can become a reality.

Because the reform program is not even nine months old, it is difficult to predict how many welfare clients will actually find jobs. Much depends, of course, on the general health of the state's economy. However, program leaders and welfare clients agree that this program provides clients the basic tools clients need to become self-sufficient. Aided by AFS case workers and their instructors, welfare clients are now taking control of their lives. Welfare reform is working for Oregon by putting Oregonians to work. □

BUSINESS & EMPLOYMENT OUTLOOK ONCE MORE ON THE HORIZON

The Oregon Employment Division's Research and Statistics section recently completed a cycle with the publication of Volumes 1-3 of the *Business & Employment Outlook*. Volume 1, published last spring, focuses on such topics as population and labor force characteristics, economic and industry trends, and income and wage data. A discussion of these topics has been prepared in the form of a report for each of the 14 JTPA (Job Training Partnership Act) administrative districts. Volume 2, which appeared near the start of this year, contains an update of information in Vol. 1 and detailed analysis of industrial and occupational projections for each of the 14 districts. Volume 3, recently published, consists of JTPA planning information for the state, The Oregon Consortium, administrative districts, and counties for PY 1991 (July 1991 - June 1992).

These publications should be useful to those in search of labor market information. Such persons should act now if interested: a limited number of copies are available (for Volumes 1 and 2, it would be helpful to specify which areas of the state you are interested in), and may be obtained by writing the following person:

Oregon Employment Division
Attn: Kathi Groome
Research & Statistics
875 Union St NE
Salem OR 97311
(503) 378-8657

EMPLOYERS' CORNER - NATIONAL JSEC MEETING

Judy Lofton

The largest delegation Oregon has ever sent was also the largest representation by any state at the National Job Service Employers Council (JSEC) Conference, February 20-22 in Washington D.C. Twenty Oregon employers from around the state and four Employment Division staff attended.

Our group not only attended the three-day conference but met with Oregon congressional representatives and members from other national organizations including the National Chamber of Commerce, National Association of Business, Society for Human Resource Management, and the Department of Labor. They asked our members of congress to support "Truth In Budgeting," and the removal of FUTA tax dollars from the federal unified budget. Although this has been an ongoing battle, some progress does appear to be happening.

Other highlights of the conference included the awards luncheon where Oregon's South Coast JSEC received the award for runner-up for "Best Local Committee in the Nation." Oregon hosted a Region X (Alaska, Idaho, Washington and Oregon) hospitality hour where we met and mingled with other employers in our region to begin formulating a regional strategy. To strengthen that pursuit, Oregon volunteered to host a JSEC Region X conference in 1992, where we will invite employers from the four state region and start addressing those similar concerns.

Finally, Oregon employers volunteered to be part of a national committee to assess and determine JSEC's national goals and priorities. □

JSEC SEMINARS

EMPLOYMENT AT WILL
Corvallis Country Club
Corvallis, Oregon
May 15 . . . 7:30 a.m. - 1:00 p.m.
Call Sue Hankins, phone 967-2171

CULTURAL DIVERSITY IN THE WORKPLACE
Holiday Inn, South
Wilsonville, Oregon
May 15 . . . 7:15 a.m. - 11:30 a.m.
Call Cathie Moravec or
Jerry Howard, phone 657-2078

GREAT CUSTOMER SERVICE
Tapadera Inn
The Dalles, Oregon
May 22 . . . 8:00 a.m. - Noon
Call Marilyn Daggett, phone 296-1173
or Bob Watkins, phone 296-5435

LITERACY LINE

A statewide hotline connects persons who would like to upgrade their basic skills with information about programs in their areas. There are also television offerings that help people learn to read or prepare for the GED test. The Literacy Line staff can help clients access the television programs in their areas and provide them with information about obtaining supporting materials. The line will connect potential literacy volunteers with training information.

In March, 90,000 Oregonians received information about Literacy Line in their food stamp mailings. The message "it's never too late to learn" was written in nine languages. *The Oregonian* donated the stuffers. It also provides extensive support for other Literacy Line efforts.

Another project the line is engaged in is the support and strengthening of local literacy coalitions. Line staff are working with the Lincoln County coalition to increase Literacy Line's capacity to recruit students and volunteers outside of the Portland metropolitan area by helping the coalition target services to specific groups and improve its marketing strategies. Testimonies from students and tutors are being used in public service announcements, newspaper articles, ads and brochures.

To contact Literacy Line, call 1-800-322-8715 from anywhere in Oregon. In Portland, call 294-1808. □

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